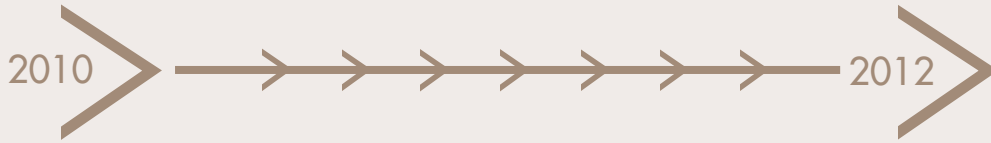


# VISION 2012: TRANSFORMATION FOR THE FUTURE

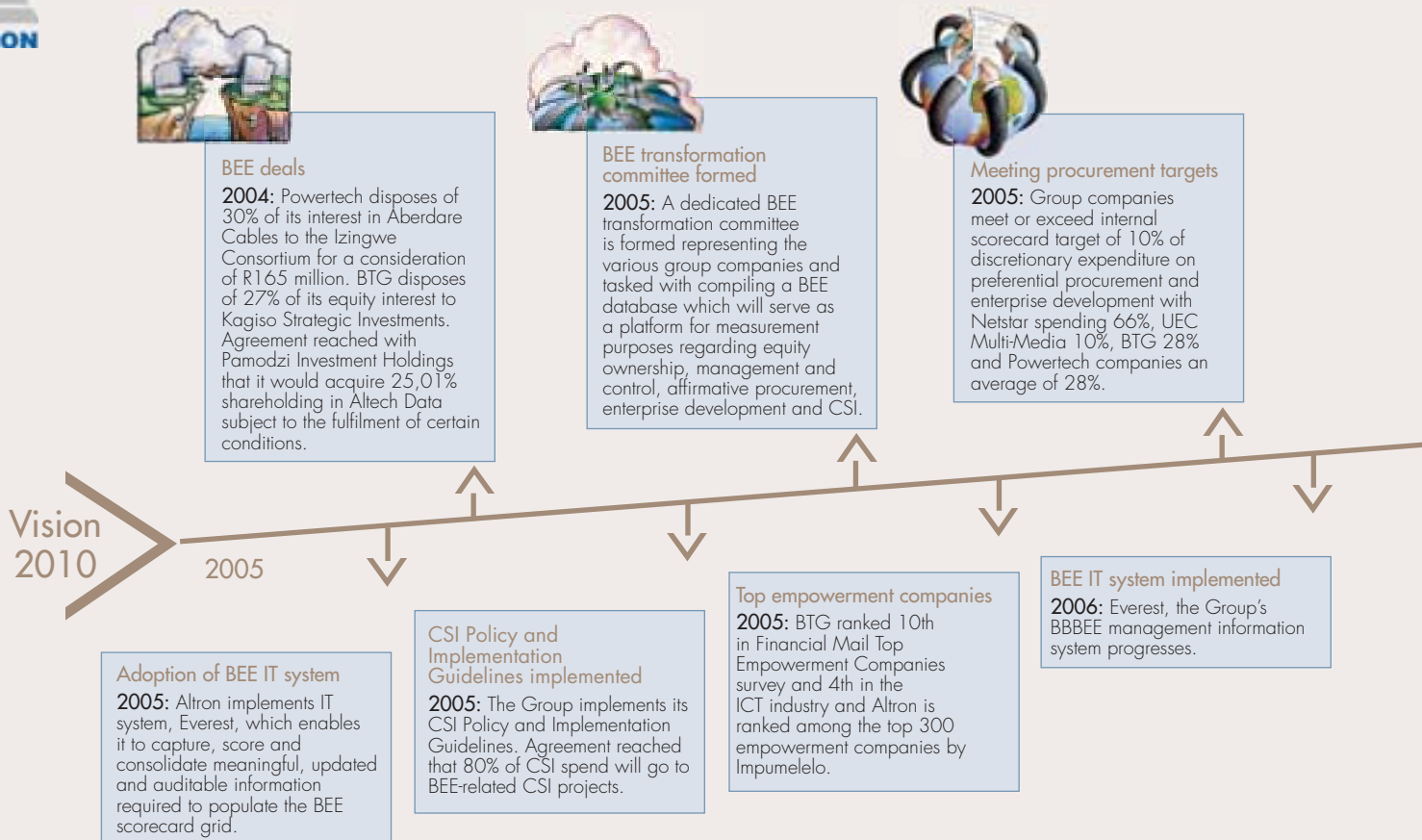


## VISION 2010

- What was it? Transformation Vision 2010, developed in 2002, was Altron Group's strategy for black economic transformation.
- Why did we adopt it? Vision 2010 arose out of the recognition that black economic transformation, as defined in the ICT Charter on Black Economic Empowerment, is not only a moral imperative but critical to the stability and future prosperity of the South African economy.
- What were its aims? To compile relevant policies, to restructure activities within Altron Group relating to BEE and to set measurable goals in an internal empowerment scorecard for the period 2005 to 2010.
- What were its specific targets? Altron's Vision 2010 incorporated five distinct phases:
  1. Adoption of transformation strategy by EXCO (completed 21 August 2002).
  2. Establishment of a Groupwide representative task team to pursue strategy and draft documents (completed November 2002).
  3. The holding of a two-day Group indaba attended by 100 implementers and external speakers, with the Group Chairman and the Group Chief Executive endorsing the strategy (completed 21 and 22 June 2003).
  4. Compilation of a draft document, "Altron Transformation Vision 2010" as an empowerment blueprint (completed October 2003).
  5. Adoption by the Group Company boards and the Altron board as Group policy (completed March 2004).



ALTRON TRANSFORMATION VISION 2012



Following the adoption of the codes of good practice that brought about some certainty regarding transformation as seen by government, the group's Vision 2012 policies and targets have been aligned to these codes.

## VISION 2012

### Taking us into the future: Transformation Vision 2012

- Why the need for Vision 2012? Transformation Vision 2010 was always designed and intended to be adaptable to South Africa's dynamic transformation environment. It was subject to continual reviews to ensure that it kept abreast of the latest legislative developments and industry charters as they developed.
- So what's changed? Over the years, we have achieved many of Vision 2010's goals. In addition, during early 2007, the Department of Trade and Industry (dti) published its revised broad-based black economic empowerment codes of good practice (dti BBBEE CoGP). The goals and targets set in these codes are an evolution of the original BEE codes published by government and will help companies like Altron to move into the next phase of transformation. For this reason, Altron has incorporated the new codes into our strategic transformation objectives and, in so doing, revised Transformation Vision 2010 to become Transformation Vision 2012.
- What hasn't changed? Our commitment to transformation of our Company for the good of the country, economy and ICT industry as a whole, which formed the essence of Transformation Vision 2010, remains the same.

